



# Quarterly Connection

**OCTOBER 2005**

## Special points of interest:

- Director's Comments (front cover)
- DOCR Contacts (page 2)
- Message from the Editor, Upcoming State Holidays, Pardon Advisory Board & Parole Board Meeting Dates, Parole Board Members (page 3)
- Payroll/Benefit Info., EAP (page 4)
- 2004 DOCR Employees of the Year (page 4)
- DOCR Personnel News (page 5)
- 2004 DOCR Services Awards (page 6)
- JRCC /NDSP Employees of the Month (page 7-9)
- NDPERS Tobacco Cessation Program, BCBS Member Services (page 10)
- Employee Notice -Change of Status (page 11)
- Prisons Division Inmate Population (page 12)

## Inside this issue:

Rough Rider Industries—Smoothing out the rough edges for inmates	2-3
New Teaching Staff At YCC	4
Successful Summer Session For YCC	5
JRCC SORT Team Update	5
New TPCI Work Group for Women's Issues	6
Welcome Aboard!	7
GPS Comes To The ND DOCR	8
Rapid Intervention Program Targets Parole Violators	9
ICAOS Executive Director's Award Announcement	10
Read Right	11

North Dakota Department of Corrections and Rehabilitation  
3100 Railroad Avenue ♦ PO Box 1898 ♦ Bismarck, ND 58502-1898

## Director's Comments

This issue of **Quarterly Connection** highlights some of the Department's new initiatives as well as its on-going successes.

One of those ongoing successes is Rough Rider Industries. The great work Rough Rider Industries does in providing work for inmates while allowing them to earn a valuable craft was recently featured in the *Prairie Business Magazine*.

Another ongoing success is the twelve months of schooling provided to the students at the Youth Correctional Center, which provides them an additional opportunity to catch up in their studies.

Chuck Placek was recently honored with a national award for his hard work on the Interstate Compact Commission.

The new initiatives include:

➤ The Department's participation in the Transition from Prison from Community Initiative (TPCI). A new work group, chaired by Barb McGillivray, was added to address female offender issues.

➤ An additional tool for monitoring offenders. The Department recently began using Global Positioning System (GPS) monitoring to track sex offenders on community supervision.

➤ A new pilot program to target parole violators, Rapid Intervention Program (RIP).

➤ The READ RIGHT program provided to the students at the Youth Correctional Center.



*Leann Bertsch*

In conclusion, as your director, I am honored to walk into any agency meeting, professional gathering or legislative hearing and talk about the important work we do as part of North Dakota's public safety system. We can be proud of what we do.

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## Rough Rider Industries

### -Smoothing out the rough edges for inmates

Published in the *September 2005 issue of the Prairie Business Magazine*

Denny Fracassi recalls a Christmas card he received from a former inmate of the North Dakota State Penitentiary. It wasn't the first time—or the last time—the director of Rough Rider Industries has received positive feedback from a person who learned a craft in the penitentiary's business unit.

"It's very rewarding, when we receive positive feedback from someone who worked for us," says Fracassi, a Bismarck native who parlayed a financial background into a 20-year career on the east edge of his hometown (the last 14 as director). "But, after all, we're in the people business more than anything else and those of us who work here love the mission and love what we do. Inmates who work at something and are productive develop a better attitude, better work ethic, and cause fewer problems during their incarceration."

Fracassi, Dennis Kroh (Production Manager), Linda Trolliey (Business Manager), Carol Cary (Business Development Specialist), Bernie Duven (Jamestown Operations Manager), Laura Skager (Executive Assistant), and

Scott Davy (Marketing Manager) form the nucleus of the Rough Rider management team, which includes 20 full time staff members and about 160 inmates at any given time. Created in 1975 by the state legislature, Rough Rider operates five factory units at the penitentiary in Bismarck, another one in Jamestown, and a minimum security facility called the Missouri River Correctional Center, which specializes in growing hay and doing welding for agricultural projects.

"Our mission is to prepare inmates to become taxpayers, not a tax burden," emphasizes Fracassi. "We're relatively small compared to other prison programs, and we serve a very restricted market to make certain we're not taking any private sector jobs from anyone. Our market

consists of government entities, nonprofits, and businesses selling similar products. We are also able to work with companies that engage in interstate commerce through certification under the nation's Prison Industries Enhancement (PIE) program."

Now dedicated to manufacturing furniture, seating, signage, license plates, garbage dumpsters, industrial sewn products, garments, and exercise equipment, the prison workers also refurbish interior design panel that are covered in fabric. Sales in FY 2004 amounted to about \$3.5 million. The product line has shifted some from the early days, going back to 1892 when a federal law was passed enabling state prison inmates to provide labor for private companies.

(Continued on p. 3)



## Rough Rider Industries

(Continued from p. 2)

For over 46 years North Dakota prisoners produced bricks — they've also produced twine, printing projects, and coffins.

"We work with the Department of Commerce in identifying companies to work with," explains Kroh. "They helped us land a project with Global Electric Motorcars in Fargo, doing their upholstered seating and fabric products, and we've been involved with the design and manufacture of equipment for Frappier Acceleration Products in Fargo. As a PIE certified Program, deductions up to 80 percent of the inmate's pay goes to victim reparation, taxes, child support, restitution, fines and incarceration costs."

With nearly 1,400 inmates at the prison, and only 980 beds, many of the lawbreakers are being held in county jails and private prisons in the area...highlighting the potential for a recurring problem with repeat offenders.

"If we do nothing to change the behavior of these men, then our



prison becomes a revolving door," observes Trolliey. "By productively occupying their time, we also enhance the safety and security of the inmates and our staff. To be hired, inmates must be in compliance with their treatment programs and work assignments inside the penitentiary with no behavior problems. They must also have or earn their high school diploma or GED equivalency."

Even with all the personal incentives, nothing is left to chance within the factories. Tools and chemicals are checked twice daily by Rough Rider staff, who provide security in each location.

"It's hard to track individual cases of recidivism," admits Fracassi, "because most of our inmates want to forget about prison after they leave, and many of them leave the state. But, we do hear from a lot of our ex-inmates who have landed jobs working

in skill areas learned at Rough Rider Industries."

Like any small manufacturing business, Fracassi says they have to work hard to earn their accounts, but the payoff always extends beyond the prisoners who perform the labor.

"Our goal is to be an asset to the state's business community," he stresses. "We want to help North Dakota business grow and we've proved our skills with over 400 customers during our recent history. The companies that take the time to learn more about us see as a resource—not a threat."

And, with the occasional Christmas card as an incentive, it's no wonder the employees of Rough Rider Industries feel like they're making a significant contribution at the end of each day when they leave the prison walls behind.

(Continued)

### A Message from the Editor

The *DOCR Quarterly Connection Newsletter* is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department.

All employees are encouraged to submit articles, letters, comments, and ideas for future issues of the *DOCR Quarterly Connection*, to be considered in the next publication.

The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please email articles to:

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### Upcoming State Holidays...

#### OCTOBER 2005

None

#### NOVEMBER 2005

Veteran's Day..... 11  
Thanksgiving Day..... 24

#### DECEMBER 2005

Christmas Day..... 25  
(Offices will be closed Monday, 12/26/05)

### Pardon Advisory Board Dates for 2005

April 5

November 8

### Parole Board Meeting Dates for 2005

January 9-10	July 10-11
February 7-8	August 7-8
March 6-7	September 11-12
April 3-4	October 9-10
May 1-2	November 6-7
June 5-6	December 4-5

### Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Member	Location
John Olson, <i>Chairman</i>	Bismarck
Dick Davison	Bismarck
William Gipp	Bismarck
Nels Olson	Bismarck
Budd Warren	Fargo
Beverley Adams	Fargo



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## Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential assessment/counseling/referral service staffed by trained professionals who can help you and your family members evaluate your problems and take positive action to resolve them.

St. Alexis/Heartview have clinical staff available to provide assessment, referral, and short-term counseling. Access to EAP can be obtained 24 hours a day, 7 days a week by calling:

**St. Alexis Medical Center/Heartview**  
Employee Assistance Program  
**530-7195 (or) 1-800-327-7195**

Please feel free to call for help and/or advice at any time. When calling after working hours, please ask for the EAP staff member on call.

## 2004 DOCR EMPLOYEES OF THE YEAR

DJS Community:  
State Penitentiary: Barb Gross  
Field Services: Rick Hoekstra  
JRCC: Jody Buechler

## New Teaching Staff At YCC

By Rebecca Donovan, Teacher  
DOCR / Youth Correctional Center

This fall brings some new faces to the halls of Marmot Schools at the North Dakota Youth Correctional Center (YCC). The first new face on the block is Mrs. Penny Hetletved. She is starting the new Read Right program. She is a graduate of Williston High School and received her BS in English Education from NDSU. She has minors in Spanish/Speech/Minorities. Penny has library and IT certifications. She taught for five years at Napoleon High School. Penny most recently worked for the Career and Technology Education where her primary responsibility was writing standards in the various program areas. She and her husband raise horses for sale production and are also kept busy with their three year old daughter. Mrs. "H" says that working at Marmot Schools is "very interesting". It is a completely different dynamic, but applied to the same students from the "outs".

Our second new teacher is Mrs. Karen Hook. She

teaches computer education. She has a BS from DSU in business with a minor in journalism. She will receive her Masters in Management from the University of Mary in December. She started teaching at the Brainerd Indian School in Hot Springs, SD, but has been at the Ft Berthold Community College for the last five years. In between she taught off and on while raising her family. She has five children and four grandchildren. Three of her children are adult, one is a sophomore and one is in the fifth grade, both of the younger ones attend Shiloh Christian school. Her husband raises horses and supervises their son who suffers from a traumatic brain injury. Her hobbies and outside interests include gardening, canning, and sewing. Karen also is a longtime 4-H leader and Sunday school teacher. She says that she has been very impressed with the high level of professionalism and she thinks everyone puts his/her best foot forward.

Kathryn Holle is our third new addition. She is the

new transitions coordinator/schedule. She received her BS from NDSU and her MS in counseling from Northern State College in Aberdeen, SD. Kathryn taught Family and Consumer Sciences for ten years at New Salem High School and the served as a school counselor to New Salem, Glen Ullin and Hebron High Schools for ten years, also. She was a counselor supervisor for Career and Technology Education for the past four years. Mrs. Holle enjoys reading, watching sporting events, riding bike, scrap booking, and photography. She and her husband live on a farm near New Salem. She has a 26-year-old married daughter and an 18-year-old son who attends New Salem High School. When asked about NDYCC, Kathryn replied that she was most impressed with the degree of cooperation and communication between the school and cottages in always keeping the needs of the student foremost.

We extend a warm welcome to our new teachers!

## Successful Summer Session For YCC

By Mary Baird, Teacher  
DOCR / Youth Correctional Center

The North Dakota Youth Correctional Center once again provided a successful summer session to the students enrolled in school here. Total student population on campus ranged from the low to mid-eighties during the summer months. There were a total of 15 teachers on staff for the summer. During this time seven substitute teachers from the surrounding area were part of the summer faculty, with some of them teaching for the entire summer session and some teaching for a shorter time period.

With only a partial staff, and some substitute staff, security was always a very high priority, but even with the reduced staff, teachers were very proud that there were no major incidents recorded from the school during the summer session.

Most students who enter the Youth Correctional Center are over two and a half years behind in their studies, so the summer session provides a great opportunity for them to earn the credits they need to start their next school year. Some students are in need of required credits, while others are offered the opportunity to

earn elective credits, which will take them toward the goal of high school graduation. The YCC GED program, which is offered during the regular school year, was also offered during the summer session.

The Administration, cottage personnel and teachers all agree that an annual summer session is in the best interests of the students who are able to participate in the program. Many hope that in the future the summer session can be expanded to provide all the classes and opportunities that the regular school program offers.

## JRCC SORT Team Update

By Tyler Falk, Assistant Team Leader  
DOCR Prisons Division / JRCC

The James River Correctional Center (JRCC) Special Operations & Response Team (SORT) had the following members compete and place at the NDPOA conference recently held in Minot, ND:

- 5K Run: *Ben Kennelly*-1<sup>st</sup> Place
- *Mike Lucht, Teage Kinzell, Robert Holzworth, and Jeff Lorenz* placed 3<sup>rd</sup> in the 4-Person Tactical Team

- *Tad Granmoe* placed 1<sup>st</sup> in the Individual Marksman Division and ranked #16 in the Governor's Twenty
- *Jeff Lorenz* placed 1<sup>st</sup> in the Individual Sharpshooter Division and ranked #7 in the Governor's Twenty
- *Ben Kennelly* placed 1<sup>st</sup> in the Individual Unclassified Division and placed #12 in the Governor's Twenty



JRCC SORT would like to announce the promotion of Lyle Mee to the position of Squad Leader. We are confident Lyle will continue to do an outstanding job performing the functions of SORT.

## DOCR PERSONNEL NEWS

### New to DOCR

#### DJS, Youth Correctional Center

Substitute Teacher .....	Karla Stelter
Chaplain .....	Donald Fischer
John Tharaldson .....	Spencer Baker
Temp JIRS .....	Teri Wahl
.....	Katie Daugherty
Registered Nurse III .....	Heidi Gunsch
Teacher .....	Penny Hettelved
Kathryn Holle .....	Karen Hook

#### Field Services Division

Temp PSI Writer - PT .....	Kari Salmon
.....	Elvera Widiger
Temp Admin Support - PT .....	Kayla Schwartzbauer
Temp Board Member - PT .....	Everett Olson

#### Prisons Division

##### JRCC

Social Worker II .....	Dana Krumwiede
Addiction Counselor II .....	Shawn Cudmore-Kremer
Human Relations Counselor .....	Marcia Vincent
Office Assistant III .....	Lynn Chapman

##### NDSP

Social Worker II .....	Myrna Bredahl
Pharmacy Technician .....	Julie Geiger
Addiction Counselor II .....	Shyla Reuter

### Position Changes/Promotions

#### DJS, Youth Correctional Center

Director of Education .....	Gaylene Massey
Assistant Superintendent .....	Ross Munns

#### Field Services Division

PO II to PO III .....	Michael Eckert
PO III to Program Manager .....	Robyn Schmalenberger
Admin Assistant II to PO I .....	Kari Frank

#### Prisons Division

##### JRCC

Temp CO to CO I .....	Steven Bump
.....	Brandon Wade
CO Trainee to CO II .....	Wade Reister
CO I to CO II .....	Nicole Anderson
.....	Shelia Salberg
CO II to Correctional Caseworker .....	Chad Netolicky
.....	Patrick Hart
CCW to HR Counselor .....	Sarena Ebel
Office Assist III to Admin Assist II .....	Sherry Schutt
Instructor to Corr Program Admin .....	Virginia Kleven

##### NDSP

Temp CO to CO I .....	Heather Davis
.....	Robert Sanderson
.....	Steven Skaret
.....	Jerry Wright
CO II to CCW .....	Cassie Christopherson
.....	Randy McGonigal
Temp RN to Registered Nurse II .....	Shelley Robsahm

### Retirements

#### DJS, Youth Correctional Center

Director of Education/Assistant Superintendent .....	Bernie Rodel
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### Left Employment with DOCR

#### DJS, Community Services

Community Corrections Specialist .....	Terra Smith
Temp Office Assistant .....	Dawn Chepulis

#### DJS, Youth Correctional Center

Temp JIRS .....	Nancy Burbach
JIRS I .....	Traci Schlag
Summer Work Supervisor .....	Heidi Zander
.....	Cole Johnson
Summer Teacher .....	LuAnn Tschaeckofsky
Tobias Kilipfel .....	Susan Bosch
Mavis Strand .....	Michael Crouse
Greg Kalberer .....	Todd Sheldon
Teacher .....	Jodi Hintz

#### Field Services Division

PO II .....	Amber Haroldson
Temp Admin Support .....	Melinda Kostealecky
Temp .....	Steph Mehrer
CCA II .....	Stella Stout

#### Prisons Division

##### JRCC

CO II .....	Lucas Klettke
.....	Leroy Mittleider
Correctional Caseworker .....	Patrick Altringer
Human Relations Counselor .....	John Weber

##### NDSP

Correctional Caseworker .....	Steve Mayer
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## 2004 DOCR SERVICE AWARDS

### FIVE YEARS

#### ND YCC

Dan Hausauer..... Bill Froelich  
**Field Services Division**..... Lisa Clower  
 Corey Koplin..... Tammy Schillinger

#### State Penitentiary

Dennis Budeau..... Cami Daniels  
 Jeff Davison..... Michael Froemke  
 Merle Glasser..... Ambre Haas  
 Scott Haas..... Justin Heidt  
 Christopher Jangula..... John Kertzmann  
 Darcy Klimpfel..... Orletta Kilen  
 Travis Makeef..... Karla Marsh  
 Steve Rogalla..... Sharon Schumann  
 Bryan Sleeper..... Jeremy Smith

#### Rough Rider Industries

Collin Jablonsky..... Tom O'Neill

#### JRCC

Patrick Altringer..... Jamee Barman  
 Sarena Ebel..... Tyler Falk  
 Kari Fehse..... Holly Froehlich  
 Tad Granmoe..... Chad Jackson  
 Sherry Schutt..... Glen Torgerson  
 Becky Pergotski..... Jonelle Schlenker

### TEN YEARS

**DJS Community**..... Deanne Johnson

#### ND YCC

Robert Baker..... Ron Crouse  
 Ann Keller..... Ross Munns  
 Darrell Nitschke..... Rick Peterson

#### Field Services Division

Rena Elshaug..... Mark Kemmet  
**State Penitentiary**..... Kathleen Bachmeier  
 Sandra Bender..... Karen Boelter  
 Daniel Ebach..... Joseph Jangula  
 Colleen Jones..... Stephen Larson  
 Roger Peet..... Taylor Brian

#### Rough Rider Industries

Pete Fried

#### JRCC

Loretta Iszler..... Gail Roberg

### FIFTEEN YEARS

**DJS Community**..... Lisa Bjergaard  
 Diana Hanson..... Judy Thompson

#### ND YCC

Mike Porter..... Jake Schafer  
**Field Services Division**..... David Borg  
 Rick Hoekstra..... Jackie Jensen

#### State Penitentiary

Donald Gleich..... Steven Heit  
 Laura Helbling..... Rose Kreitinger  
 Linda Massey..... Mary Materi  
 Allen Thompson..... Sammy Wassim

#### JRCC

Paulette Barnick..... Stacy Petrek  
 Jeff Wegner..... John Beaudoin

### TWENTY YEARS

**DJS Community**..... Susan Ehliis

**Field Services Division**..... Gary Masching

#### State Penitentiary

Steve Bement..... Jeffrey Wolf

#### JRCC

Robert Gaub..... Don Redmann

### TWENTY FIVE YEARS

#### ND YCC

Deb Pierce..... Keith Rasmusson

**Field Services Division**..... Warren Emmer

**State Penitentiary**..... Keith Grabowska

Gary Hornbacher..... Kevin Kroll

Linda Leuwer..... Timothy Schuetzle

**JRCC**..... Pat Lindbo

### THIRTY YEARS

**Central Office**..... Elaine Little

**ND YCC**..... Dwight Remmich

**State Penitentiary**..... Anton Doll

David Meuchel..... Thomas Nelson

### THIRTY FIVE YEARS

**State Penitentiary**..... Roger Ulrich

### FOURTY YEARS

**Field Services Division**..... Paul Coughlin

## New TPCI Work Group for Women's Issues

By Barb McGillivray, Classification Director  
 and Unit Manager  
 DOCR Prisons Division / NDSP

The number of female inmates serving sentences in prisons is growing and continues to increase at a faster rate than the population of male inmates. Statistics reveal that the number of women incarcerated in state and federal prisons and jails jumped eightfold between 1980 and 2002. This nationwide trend continues, as the Bureau of Justice Statistics notes that from June 30, 2003 to June 30, 2004, the number of women in state and federal prisons increased by 2.9%, while the rate for men rose 2%. Within the North Dakota prison system, we also have seen a dramatic increase in the number of women sentenced to prison. In December of 2000, there were 68 female inmates incarcerated in NDDOCR facilities. Today, there are 150 female inmates housed in facilities contracting with the North Dakota Department of Corrections (by contrast, there were 1,069 male inmates in the prison system in 2000 and 1,232 today). The majority of the female inmates are housed at the Dakota Women's Correctional Rehabilitation Center (DWCR) in New England, where seventy are in minimum-security housing and forty-one in a medium security unit. Tompkins Rehabilitation and Corrections Center (TRCC), located in Jamestown on the grounds of the State Hospital, is providing treatment services to 22 females on inmate status. Additionally, there are seventeen female inmates on transition center status at halfway houses in Fargo and Bismarck.

It has been noted that women become involved in criminal behavior for different reasons than men. Physical, sexual, and emotional abuse are very common in the life histories of female offenders. These can be the source of substance abuse problems or can be the result of the involvement of a lifestyle revolving around substance abuse. It is also significant that female offenders are less likely than men to have been convicted of a violent crime, less likely to be a major dealer in a drug enterprise, less likely to have used a gun or other weapon in the commission of a crime, and less likely to present the same degree of danger to their community. Again, we find that female inmates in the North Dakota system follow these national trends, with 87% of our female inmates serving sentences for drug or property crimes, 4% for DUI offenses, and 9% for violent offenses. Another difference between male and female inmates is that the female inmates are more likely to have been the primary caretakers of children prior to entering prison and plan to return to that role upon release. There have been a number of reports recently published on female offenders suggesting that correctional systems become "gender responsive." Gender responsiveness is taking account of those differences between female and male inmates and adjusting our strategies and practices in ways that are appropriately responsive to those differences.

The rapidly expanding number of female inmates in the system, and their differences from male

inmates in the crimes that bring them into the system, suggests that those staff involved in the transition process need to think differently about how to promote successful reentry for females. Director Bertsch has directed that an additional committee be formed within the context of the Transition from Prison to Community Initiative (TPCI) to address female offender issues. The committee was formed in September of 2005. Represented on the 14 member committee are staff from the West Central Human Service Center, Centre Halfway Houses, the Bismarck Transition Center, Dakota Women's Correctional Rehabilitation Center, The Abused Adult Resource Center, as well as Field Services and Prisons Division staff who work with female offenders. The first meeting was held on September 14<sup>th</sup> at the Bismarck Transition Center and was spent identifying strengths and weaknesses of the current system, setting goals for the committee, and developing strategies and tactics to address those goals. It was determined that the primary goal of the committee will be to provide gender responsive services and programs to the female inmates to achieve recidivism reduction. Committee members will also be developing a resource manual identifying services in the community specific to the needs of female inmates. The next meeting will be scheduled in early January and there are plans to add a representative from the Salvation Army to the committee, as well as an additional staff member from the Department of Human Services.



## JRCC EMPLOYEE OF THE MONTH

### July 2005

#### Curtis Krovosa, CO II

Curtis Krovosa was selected as employee of the month for July for the James River Correctional Center. CO Krovosa approaches his job in a professional manner. He is always willing to work wherever his experience is needed, even if it includes filling in on the night shift. Curt was selected for the award due to his attitude, knowledge, and contributions to the JRCC.

### August 2005

#### Holly Froehlich, CO II

Holly Froehlich was selected as employee of the month for August for the James River Correctional Center. CO Froehlich is a very capable Officer that not only brings to the table motivation and common sense, but also a very positive attitude. She does very well as acting Caseworker and ensures that contacts and shakedowns are completed. Holly has a working knowledge of all posts at JRCC which makes her a true asset to the facility.

### September 2005

#### Clyde St. Claire, CCW

Clyde St. Claire demonstrates a positive, upbeat attitude that can be contagious. He keeps a "cool head" in dealing with inmates while showing them a consistent "fair but firm" approach. He maintains a professional stance (even when challenging situations present themselves). He shows a great deal of insight with human behaviors. His positive attitude and willingness to help out and learn is appreciated. Clyde is a positive asset to the JRCC staff both for his professional work and his individual character, and his efforts and hard work should not go unnoticed.

## Welcome Aboard!

By Gaylene Massey, Education Director  
DOCR / ND Youth Correctional Center

Marmot School teachers are excited about the addition of three new teachers this school year, Penny Hetletved, Kathy Holle, and Karen Hook.

Penny Hetletved will be implementing the new READ RIGHT program. Penny has nine years of diverse experience, from teaching English, speech and drama, serving as K-12 librarian, and being a technology coordinator, to highlight just some of her past experiences. Most recently she was the Research and Curriculum Administrator for the Department of Career and Technical Education (CTE). Her responsibilities at CTE included training teachers and facilitating writing teams in the development of standards for each program area.

Kathy Holle has been hired to be the Transition Coordinator, responsible for creating student schedules and managing student transcript information. Kathy brings a variety of rich experiences to Marmot Schools. She was employed with North Dakota Career & Technical Education (CTE) as the Career Development and Tech Prep Supervisor prior to beginning employment at the North Dakota Youth Correctional Center (YCC). Previous to her working for CTE, Kathy has been a high school Career Development Counselor, a

contributor to the yearly publication "North Dakota Career Outlook Tabloid", an educational service provider under the Workforce Investment Act, retail management and a home economics teacher/Future Homemakers of America adviser.

Karen Hook is the new Business Education teacher. Karen was a business and marketing instructor at Fort Berthold Community College in New Town, ND, and Aakers Business College in Bismarck before joining the YCC staff. She was also a teacher in an alternative high school for at-risk students in New Town, a Title I instructor for math and reading in Golden Valley, ND, and spent several years teaching at Brainerd Indian School, outside of Hot Springs, South Dakota.

Mentors Daphne Heid, Lenore Kuntz and Judy Ringgenberg have been assigned to each of these new teachers to assist them in making the transition to correctional education. The mentors have scheduled regular "get togethers" to review written (and unwritten) policies and procedures, which will make the transition a bit easier. We are excited to welcome the new staff members and believe that their unique experiences will have a positive impact on the education program at the Youth Correctional Center.

## NDSP EMPLOYEE OF THE MONTH

### July 2005

#### Joe Charvat, CCW

Joe Charvat has been employed at the NDSP since March of 1998. For the past six years, he has been working in the South Unit. He is a reliable officer who has a good rapport with the inmates in the unit. He has been active in SORT for the past seven years. He holds the position of Team Leader. Over the past year and a half, he has worked diligently obtaining specialized equipment for SORT and the NDSP through the DMRO program with little or no cost to the State.

### August 2005

#### Steve Larson, Counselor

Steve has been employed with the Prisons Division Treatment Department since August of 1994. He has worked hard and made some dramatic changes to the Sex Offender Assessment Program over the last few months. He put together a final plan, which takes into account the needs of the Prisons Division and provides inmates the opportunity to complete the Sex Offender Assessment Program within the first months of arrival into the institution.

### September 2005

#### Dennis Budeau, CCW

Dennis has been employed with the Prisons Division for almost six years and has been a Correctional Counselor at the Treatment Unit (TU) since December of 2003. He completes his personal duties in a timely manner and is always willing to take on extra duties as assigned. He has great leadership qualities. His top priority is continued safety of inmates and staff. He maintains a good relationship with inmates. HE is able to calm people down, make them listen to reason, and instill compliance when confronting inmate behavior. Dennis is an excellent employee.



## GPS Comes To The ND DOCR

By Dan Seymour, Program Manager  
DOCR / Field Services Division

On September 12, 2005, the North Dakota Department of Corrections and Rehabilitation (ND DOCR) signed a Global Positioning System (GPS) monitoring contract with Sentinel Offender Services. Initially the Field Services Division will be utilizing this technology to track sex offenders identified as needing an extra level of supervision. We expect that our use of GPS monitoring will expand in the coming months within both of the adult divisions.

During the GPS selection process we reviewed 3 separate GPS technologies offered in the market place. Sentinel was clearly the most advanced in the field. Their device integrates GPS technology with a cell phone, which allows for a small device that can be easily carried by the offender.

On October 4-5, we had training on the GPS device in Bismarck. Representatives from the Bismarck Police Department, Cass County Sheriff's department, and the State Hospital were also present at the training. We are asking

law enforcement agencies in Bismarck and Fargo to help us monitor offenders on the active GPS device. During the training we placed the first sex offender on active GPS monitoring.

Here is a short overview of what GPS is for those of you not familiar with the technology. GPS technology is managed and funded by the Department of Defense who allows anyone with a GPS receiving device to freely use their technology. There are approximately 24 satellites orbiting the earth that pin point your location when utilizing a GPS device, however you only need to be connected to four of the satellites to receive your position.

Sentinel offers three different levels of GPS monitoring. One of the TrakSeries products utilizes GPS technology to continuously track individuals using any one of three levels of GPS supervision. The TrakMate GPS tracking unit carried by the offender allows officers to not only track an offender via satellite technology, but also to contact the offender at anytime via cellular service. All offender tracking

information is displayed by MapQuest® maps that provide detailed street-by-street information.

Sentinel is the only GPS provider with three levels of GPS supervision. The TrakMate is designed to provide all three levels of GPS tracking without a change in hardware. This allows the officer to upgrade an offender from PassTrak "Passive" GPS (Level 1 GPS) to TouchTrak "On-Demand" GPS (Level 2 GPS) or AlertTrak "Active" GPS (Level 3 GPS) utilizing the same TrakMate unit. Sentinel is the only provider to offer the interim Level 2-type of GPS coverage that allows for an intermediate level of GPS supervision.

Sentinel also provides the CommandTrak officer control unit which allows officers to contact the offender at anytime through cellular communication, as well as access the SenTrak offender monitoring database at any time via a wireless connection. The CommandTrak is a fully functional, hand-held Pocket PC and cellular phone that displays the offender's GPS location on detailed digital maps on its high quality LCD screen.



## Rapid Intervention Program Targets Parole Violators

By Pat Bohn, Program Manager  
DOCR / Field Services Division

In cooperation with the North Dakota Parole Board, the Department of Corrections and Rehabilitation (DOCR) set in motion the pilot phase of the Rapid Intervention Program (RIP) on September 19, 2005. The purpose of the program is to rapidly intervene on parole violators with chemical addiction and criminal thinking relapse by engaging them in correctional programming that targets the assessed risk factors. The program targets those offenders who we determine to be no longer appropriate to continue parole supervision in their community and who we would otherwise arrest and return to prison to serve the balance of their sentences.

Early identification, expedited assessment, and placement in the program are key procedural elements. The program incorporates the Seven

Principles to effective correctional programming established by the Transition from Prison to Community Initiative (TPCI). The program is performance based meaning that time spent in the program will vary and is gauged upon the participants progress and readiness to return to the community; however, no placement will exceed 90 days. Discharge planning will occur early in the placement. The participant, program counselors and the supervising parole officer will work in unison to develop a release plan and access the necessary resources as the participant prepares for their return to their home community. Since the placement is relatively brief, the officer assigned to the case at the time of placement will be actively involved during placement in the program and continue supervising the case upon discharge. This

should provide a seamless transition into, through, and out of the program.

The program has a 15-bed capacity and is housed at MRCC. Staff assigned to deliver program services are: Kelly McCormick (LAC), Myrna Berdahl (LSW), and Cassie Christopherson (CCW).

Sometime in early 2006, the DOCR has plans to bring on-line another 17-bed Rapid Intervention Program at a site yet to be determined. This program will most likely be housed in a community corrections facility similar to a transition center or halfway house.

We are hopeful that these types of programs will provide us a unique opportunity to address parole violations in an effective and efficient manner that increases the participants' chances for success and improves community safety.

## NDPERS Annual Enrollment Season

October 3, through November 15, 2005, is the Annual Enrollment period of the following **PERS benefit plans**:

- PPO Health Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Long-Term Care Insurance
- Flex Comp
  - Pre-tax Insurance Premiums
  - Medical Spending
  - Dependent Care

Annual Enrollment Season is your opportunity to:

- Enroll in plans that you do not currently participate in
- Add dependents
- Increase coverage levels
- Drop plans you no longer want

NDPERS mailed annual enrollment season postcards to employee's home mailing address to inform employees of the annual enrollment season.

Please obtain coverage, premium, enrollment information, and forms from the NDPERS website at [www.nd.gov/ndpers](http://www.nd.gov/ndpers) click on "Annual Enrollment" or contact your divisional payroll office (page 4 of newsletter).

**All forms must be completed and returned to your divisional payroll office (listed on page 4 of this newsletter) no later than 11/15/2005.**

## NDPERS Tobacco Cessation Program

NDPERS recently received a grant to help state employees and their dependents age 18 and older quit smoking or chewing tobacco. The grant will help pay for participating in one of more than 20 approved smoking cessation programs. Most of these programs are available through public health departments across the state of North Dakota. This project is administered by Blue Cross Blue Shield of North Dakota.

For more information, visit the NDPERS website at <http://www.state.nd.us/ndpers/>

### Program Payment Responsibilities

Description	Grant Payments	Participant Payments	Program Maximums
Counseling	\$200	see below*	\$200*
Medication	75% up to \$375	25% up to \$125	\$500
Physician office visit	75% up to \$50	25% up to \$16.67	\$66.67
Program Maximums	up to \$625	up to \$141.67*	up to \$766.67

\*Program providers may charge additional fees for counseling services. Ask your program provider for details prior to enrolling.

## Blue Cross Blue Shield ND Member Services Via the Web

You can use the internet to inquire about your Blue Cross Blue Shield of ND coverage, by going to their internet website at [www.BCBSND.com](http://www.BCBSND.com), click "For Members" and log in. If you haven't visited the website before, you will need to register before entering this special area in Member Services. This site can also be accessed through the DOCR Intranet under the General Information tab.

## ICAOS Executive Director's Award Announcement

By Don Blackburn, Executive Director  
Interstate Commission for Adult Offender Supv.  
Lexington, KY

Each year at its annual business meeting the Interstate Commission for Adult Offender Supervision Presents the Executive Director's Award to a Compact Administrator, Deputy Compact Administrator, or Compact Coordinator who has exhibited commitment and dedication to the Interstate Compact through outstanding service. On September 14<sup>th</sup>, 2005, the Commission announced this year's recipient would be Charles Placek, Deputy Compact Administrator, North Dakota.

This award recognized "Chuck" for his outstanding leadership in the Compact in the State of North Dakota and his invaluable service to the Commission through his contribution of time and expertise to the development of the



Electronic Information System. Chuck has been a leader throughout the country in promoting the need for the implementation of an electronic system to conduct Compact business. He has chaired the Technology committee for the old Compact and has served on the development and technology committee for the new Compact.

He has worked very closely with the development team and the vendor to insure the

system meets the needs of the country in transferring information electronically and maintaining accountability of offenders through this tracking system to promote public safety throughout the country.

The Commission for the Interstate Compact presents Chuck with the Executive Director's Award as a token of our appreciation for the tremendous contribution he has made to the Compact.

## Read Right

By Gaylene Massey, Education Director  
DOCR / ND Youth Correctional Center

We are pleased and excited to announce that Marmot School at the North Dakota Youth Correctional Center (YCC) is offering the READ RIGHT program. READ RIGHT is a unique approach to teaching reading that enables students with reading problems to significantly improve their reading skills in a relatively brief amount of time. The READ RIGHT system integrates knowledge from brain research, learning theory and reading theory and is consistently successful in permanently eliminating reading problems.

Dee Tadlock, Ph.D., developed READ RIGHT in order to solve her own son's reading problems after traditional instructional approaches had failed to help him. In developing the

program, Dr. Tadlock spent three years doing post-doctoral research to discover how the brain learns a process and what the reader's brain must do in order to read excellently. The READ RIGHT method of instruction is based on her findings.

Three of our staff members, Penny Hetletved, Lenore Kuntz, and Becky Donovan, are being trained to be READ RIGHT tutors, and they will be working on a daily basis with students selected especially for the program. Students participating in the program will continue in the program until their reading problems have been eliminated.

Training for READ RIGHT began on October 3. The program will be offered as a class rather than having students "pulled" from their

regularly scheduled classes. Students also have the opportunity to earn credit toward English requirements. Students are placed at the YCC for varying amounts of time so we are especially excited about the research that indicates that the program offers the students an opportunity to improve their reading skills in a short period of time.

The READ RIGHT program is being funded by an anonymous benefactor who is a former student of the State Industrial School now known as ND Youth Correctional Center. This person's generosity stems from his belief in giving all students an opportunity to be successful and that others helped him through difficult times therefore he wants to "re-pay" by being of assistance to those that need the extra help.

## Employee Notice Change of Status

It is very important that you notify your Division Payroll/Benefit Contact (page 4) in the event you have any of the following changes within 30 days of the date of change:

- **Address Change**
- **Change in # of Dependents** (new birth, adoption, death)
- **Change in Marital Status** (divorce, marriage, death, legal separation, annulment)
- **Name Change**
- **Change in Employment Status of Spouse or Dependent** (this could effect flexcomp and health insurance due to loss of employment)
- **Change in Dependent's Eligibility Under the Health Insurance Plan** (change in student status)
- **Change Beneficiaries** (recommend reviewing annually)
- **Change in Cost of Dependent Care Services** (Increase/decrease in child care costs, childcare provider may not be a relative)
- **Certain Judgments, Decrees and Orders** (divorce, legal separation, annulment, change in legal custody)
- **Medicare or Medicaid**
- **Change in Dependent Care Provider** (Decrease due to kindergarten, etc. or child no longer eligible for daycare, allows decrease in costs)

Failure to notify your Division Payroll/Benefit Contact (page 4) within 30 days of any changes listed above you incur, can result in having to wait until open enrollment to change/elect/terminate your eligible benefits.



**North Dakota Department of  
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State of North Dakota

***WE'RE ON THE WEB!***  
***WWW.STATE.ND.US/DOCR/***

**DOCR MISSION STATEMENT**

*Our Mission Is...*

*To protect the public while  
providing a safe and humane environment  
for both adults and juveniles placed in the  
Department's care and custody. The  
Department will carry out the judgments  
of the North Dakota courts to both  
incarcerate inmates for the protection of  
society and to provide rehabilitative  
programs in an effort to successfully  
reintegrate offenders back into society.*

**NDDOCR Inmate Population Information**

Population as of December 31, 2004: **1,329**

(498 NDSP, 357 JRCC, 140 MRCC, 62 at TRCC, 55 at BTC, 17 on FTP, 44 in Jails, 93 at DWCR, 20 on Interstate Compact, 35 Board out of state, & 8 on Temporary Leave)

Offense	Inmate Count
Violent Offenders (Excluding Sexual)	356
Sex Offenders	184
Drug Offenders & Alcohol	466
Property, Status and Other	323

Sentenced for Delivery/Manufacture/Intent: 254      Sentenced for Simple Possession of Drugs or Paraphernalia: 179      Sentenced for Alcohol Related Offenses: 33

**Minimum Mandatory Sentenced Inmate Breakout (as of December 31, 2004)**

Offense	Inmate Count
DUI/APC	32
Driving Under Suspension	1
Drug Offenses (not alcohol)	44
Reckless Endangerment	3
Aggravated Assault	7
Burglary with Weapon	1
Felonious Restraint	1
Sex Offense	4
Kidnapping	1
Terrorizing	4
Robbery	20
Negligent Homicide	2
Manslaughter	4
Murder	11

(Life Sentence for Murder: 37 males, 1 female)

**TOTAL Mandatory Sentenced Inmates**

**135**

85% Truth-in-Sentencing (TIS)

166